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**Subject:** Hybrid working worst of both worlds; Companies offer vaccine incentives; Accountants' gender pay gap

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Thursday  
June 3, 2021

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# Work & Careers

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Dear subscriber,

Hybrid working may not be all it's cracked up to be.

Anecdotal evidence is emerging to suggest the mix of working at home and in the office may be leaving us with the [worst of both worlds](#). The line between work and leisure is blurred more than ever, while workers also face the pressure of the office commute. The requirement to go to the office limits the extent to which commuters can move away from city centres. At the same time, working from home may well prompt us to want more space, raising living costs.

A [survey from training specialist Integrated Safety Support](#) finds that office workers are sleeping less and more likely to suffer fatigue since the move to hybrid working.

The pandemic is far from behind us, with [Melburnians about to be locked down](#) for a second week. The re-emergence of COVID-19 has sparked renewed calls for the vaccine to be rolled out quickly. [Melbourne-based homewares supplier HAG Import is one of the first Australian companies to reward staff for getting a jab](#). Qantas is considering vaccination incentives, such as awarding frequent flyer points, flight vouchers and status credits.

Depressingly, in the accounting sector, we learn that while pay is equal or higher for women in junior positions, the [gender pay gap emerged in more senior roles](#). The gap is the largest for partners in accounting firms, where men earn \$292,000 on average while women earn \$181,000.

Meanwhile, [Telstra chairman John Mullen](#) has good advice for leaders: never treat your staff like numbers on a switchboard. The day you do that, you lose your connection to humanity.

Sally Patten  
Editor, *BOSS*

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## How a career break and coffee turned into a \$3.4b business



Lucy Liu, co-founder of payments technology business Airwallex, began her career as an investment consultant at China International Capital Corporation.

She [took a career break in 2015 and started hanging out in a cafe in Melbourne](#) owned by a couple of friends, who were complaining about how expensive it was to make cross-border payments to buy coffee cups and labels.

Liu and co decided to solve the problem themselves. Airwallex is now valued at \$3.4 billion.



# Homewares supplier offers staff Myer vouchers to get jabbed

Melbourne-based homewares supplier HAG Import is one of the first Australian companies to reward staff for getting the COVID-19 jab.

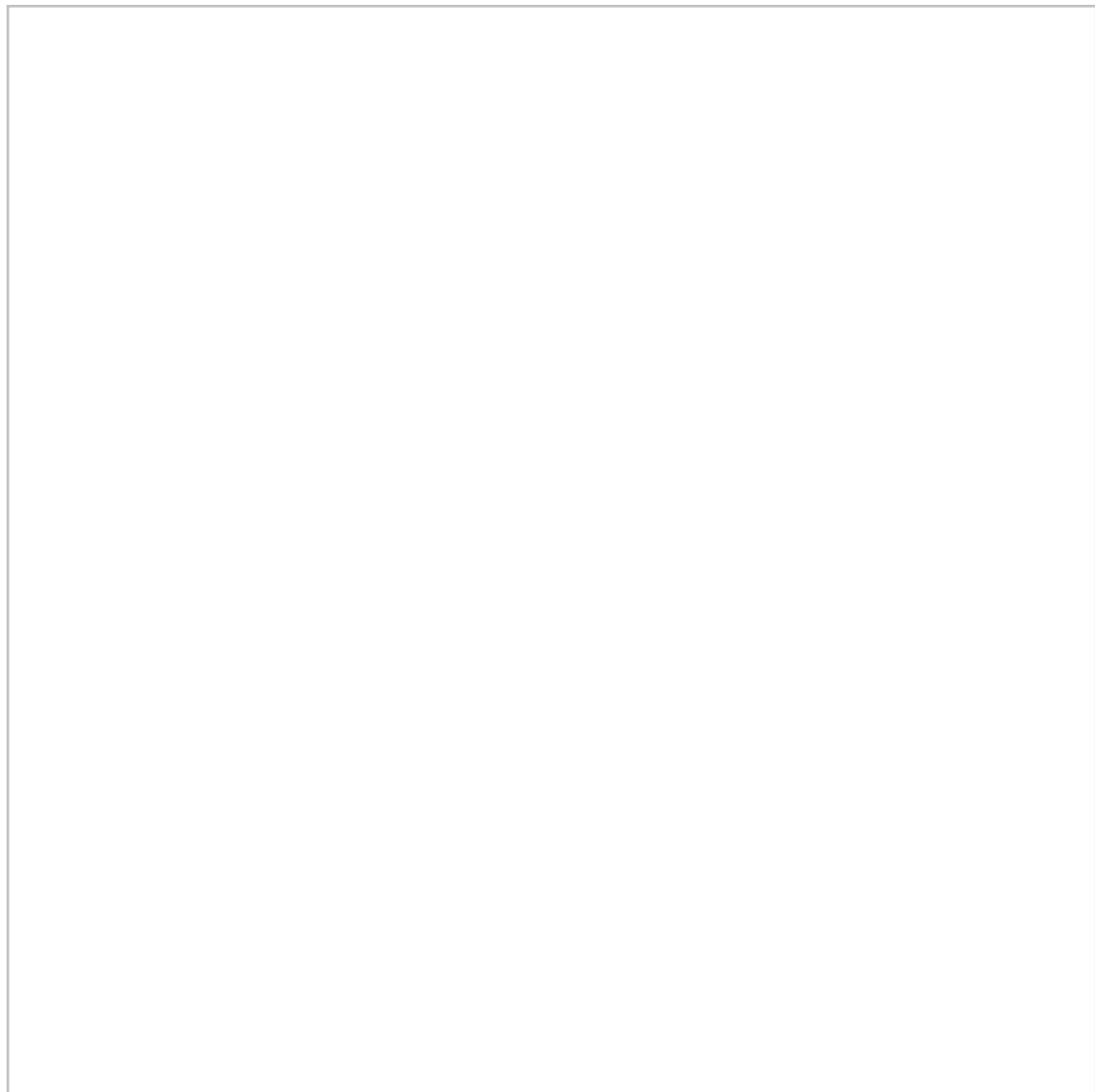
Owner and chief executive Max Grundmann said the company, which is a major supplier to Myer, [would reward staff with \\$100 Myer gift vouchers](#) as soon as they provided proof they had received two vaccine shots.

If all employees took up the offer the initiative would cost the company about \$9000, but Grundmann said it was a small price to pay to keep staff and customers safe, and to reduce the threat of further debilitating lockdowns.

“I see it more as a great investment – it’s an investment not only in my staff but in Australia and Victoria,” Mr Grundmann said.

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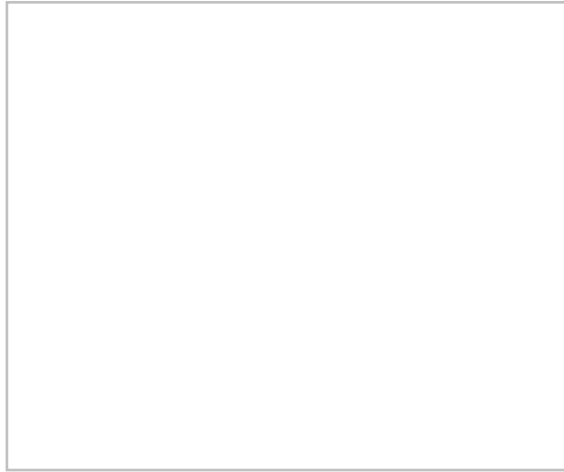
## By the numbers



More than a fifth of female office workers report averaging less than five hours' sleep a night, well below the recommended eight hours, research by sleep training specialist Integrated Safety Support finds.

The majority of workers also say they are more tired under the hybrid working model, suggesting that constant switching between working from home and commuting to the office is, perhaps counterintuitively, detrimental to our wellbeing.

The full article is [here](#).



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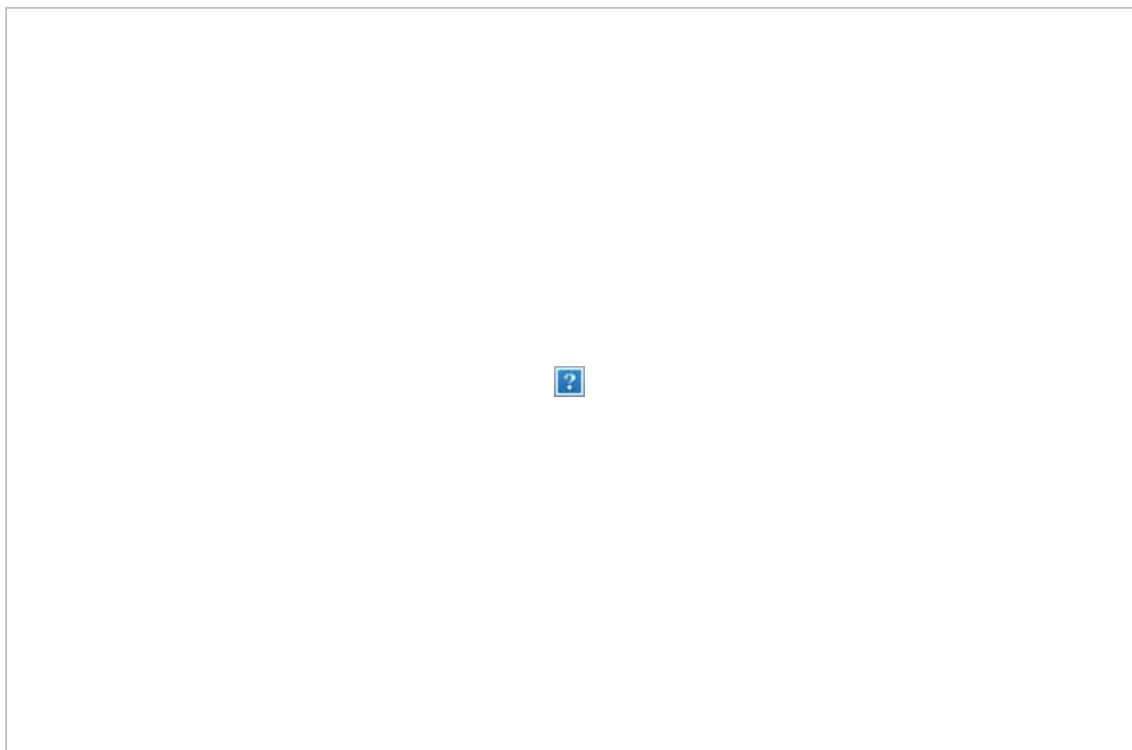
## Hybrid working likely to be worst of both worlds

Hybrid work will result in most offices, shops, homes and transport systems being underused, leaving most firms and workers worse off than in fully office-based or fully remote models.

[Bottom line](#): employees will still have to commute frequently (probably with increased fares) and need bigger homes, but also find it hard to move further away because of the ties to the office.

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## Gender pay gap worsens as accountants rise to partner



Male accounting partners are paid a staggering 60 per cent more on average than their female counterparts, according to [Chartered Accountants Australia and New Zealand's latest member remuneration survey](#).

While pay is equal or higher for women in junior accounting positions, the gender pay gap emerges in more senior roles. The gap is the largest for partners in accounting firms, where men earn \$292,000 on average while women earn \$181,000. Female chief financial officers make \$53,000 less than the \$305,500 their male equivalents take home each year.

“These figures paint a challenging picture for women in accounting over the life of their careers,” says Ainslie van Onselen, above, chief executive of CA ANZ.

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## The young bankers determined to lift ethics as Hayne scars heal

Many younger people are signing the Banking and Finance Oath to help advance their careers and engage with senior leadership on ethical challenges.

Four young bankers and “young ambassadors” for the Banking and Finance Oath discuss [why it's important to align corporate values with their own](#).

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## Quote of the week



*Each individual has family, kids that look up to them and their spouses, and their own hopes and dreams. I think in business, the day you lose that and just see everybody as a number on a switch, you lose your connection with humanity, which ultimately is what we're all here for.*

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[Telstra chairman John Mullen](#) was talking about his personal experiences at the Australian Shareholders' Association Investor Conference in Sydney.

He opened up about a near-death experience when he was spiked by a stingray barb while diving in 2012.

"It left me with an absolute deep and undying admiration for our health system and for the individuals – the doctors and nurses – who we run into. They basically saved my life twice. And the upside was I lost 30 kilos in eight weeks, which was quite good," Mr Mullen said.

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## Jobs galore at US people-monitoring software firm

US software company [Qualtrics is going on a hiring tear](#), with plans to add 1200 people in Australia, New Zealand and some Asian countries to its workforce over the next three years.

Qualtrics chief executive Zig Serafin said there would be new roles across the whole business, including sales, engineering, professional services, customer success, operations, and marketing.

Finding local talent had not been an issue so far, he said, and [was unfazed when asked about what some other companies have dubbed a tech talent crunch amid prolonged international border closures](#).

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## Tip of the week

### **Influence people by asking questions**

One of the most powerful tools you should have in your kit is a series of memorised questions to use in any conversation to influence others, says leadership and executive coach Caroline Kennedy.

Open, probing questions allow you to get people to open up and understand what they're thinking. Questions will help to build trust.

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## Work wrap

[Co-working](#)

### **WeWork books \$100m loss after year of disruption**

Impairment expenses can be sheeted home to the impact of COVID-19 and its accounting treatment in WeWork's books.



[Executive shake-up](#)

### **Cochlear taps Alison Deans as its new chairman**

The former CEO of eBay Australia will take over from outgoing chairman Rick Holliday-Smith on August 21.



[BOSS](#)

### **Lombardo's golden dream for Lendlease**

Tony Lombardo helped drive Lendlease's success around the world for the past decade. But has the pandemic blown apart the investment thesis on which Lendlease's earnings depend?



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## Best read

1. [Accenture CEO rarely deviates from a champion's breakfast](#)
2. [Lawyers in line for generous pay rises](#)
3. [Four tips on what women can do to enter \(and stay in\) the tech sector](#)
4. [One in five women get less than six hours' sleep a night](#)
5. [Is this Christine Holgate's victory?](#)





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